

## Message Text

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PAGE 01 KUWAIT 00687 01 OF 02 100804Z

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ACTION NEA-10

INFO OCT-01 AF-06 ISO-00 CIAE-00 COME-00 EB-07 INR-07

LAB-04 NSAE-00 SIL-01 AID-05 IO-11 PA-01 PRS-01

USIA-06 /060 W

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R 091405Z FEB 76

FM AMEMBASSY KUWAIT

TO SECSTATE WASHDC 4676

INFO AMEMBASSY ABU DHABI

AMEMBASSY ALGIERS

AMEMBASSY CAIRO

AMEMBASSY DAMASCUS

AMCONSUL DHAHRAN

AMEMBASSY DOHA

AMEMBASSY JIDDA

AMEMBASSY MANAMA

AMEMBASSY MUSCAT

AMEMBASSY RABAT

AMEMBASSY TRIPOLI

AMEMBASSY KHARTOUM

USINT BAGHDAD

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POSTS FOR LABOR OFFICER

STATE FOR RLA MATTSON

E.O. 11652: N/A

TAGS: ELAB, KU

SUBJ: CONFERENCE ON MANPOWER DEVELOPEMENT IN INDUSTRY

REF: 75 KUWAIT 5253 (NOTAL), KUWAIT 0606, KUWAIT 0401

SUMMARY: CONFERENCE ON MANPOWER DEVELOPMENT, HELD IN BAGHDAD,  
29 NOVEMBER-4 DECEMBER, 1975, INDICATED THAT ARAB LABOUR

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PAGE 02 KUWAIT 00687 01 OF 02 100804Z

ORGANIZATION (CO-SPONSOR OF CONFERENCE) MAY BE INTERESTED IN

ENTERING MANPOWER FIELD. SEVERAL RECOMMENDATIONS CALLED FOR GRANTING OF AID TO NATIONAL TRAINING CENTERS, AND ESTABLISHMENT UNDER ALO AUSPICES OF A REGIONAL TRAINING CENTER. GIVEN ACTIVITIES PROPOSED BY AND FOR OTHER INTERNATIONAL ORGANIZATIONS SUCH AS ILO, OAPC, AXKSD, HOWEVER, IT SEEMS LIKELY THAT ALO WILL RUN INTO DIFFICULTY IN COORDINATING ITS EFFORTS IN MANPOWER AREA. INTERVIEW GIVEN BY KUWAITI DELEGATE GAVE ADDED INSIGHT INTO IDEOLOGY BEHIND CONFERENCE, ESPECIALLY ASSERTION THAT IT WAS "NATURAL" FOR ARAB COUNTRIES TO SEEK INTERNATIONAL MANPOWER EXPERTISE FROM SOCIALIST COUNTRIES. END SUMMARY.

1. "AL-'AMIL", MONTHLY MAGAZINE PUBLISHED BY THE KUWAIT WORKERS CONFEDERATION (KWC) PARENT ORGANIZATION OF KUWAIT KUWAIT'S LABOR UNIONS, PRINTED TWO ARTICLES ON SUBJECT CONFERENCE HELD IN BAGHDAD FROM 29 NOVEMBER TO 4 DECEMBER, 1975, UNDER THE AUSPICES OF THE ARAB INDUSTRIAL DEVELOPEMENT CENTER AND THE ARAB LABOUR ORGANIZATION IN COOPERATION WITH THE IRAQI MINISTRY OF INDUSTRY. IN LIGHT OF INTEREST EXPRESSED IN CONFERENCE (FIRST REFTEL), EMBASSY HEREIN PROVIDED SUMMARIES OF (1) ARTICLE WHICH REVIEWS CONFERENCE, AND (2) INTERVIEW OF ALI AL-KANDARI (SECRETARY OF INTERNAL AFFAIRS AT KWC AND EDITOR OF "AL-'AMIL") WHO, ALONG WITH HASAN FALAH, ATTENDED BAGHDAD MEETING.

2. DELEGATIONS FROM THE FOLLOWING STATES ATTENDED THE CONFERENCE: ALGERIA, BAHRAIN, EGYPT, IRAQ, JORDAN, KUWAIT, LIBYA, MOROCCO, PALESTINE, PDR YEMEN (SOUTH YEMEN), QATAR, SUDAN AND SYRIA, AS WELL AS REPS FRO ARAB INTERNATIONAL AND FOREIGN ORGANIZATIONS, AND INDEPENDENT ARAB EXPERTS. THE FOLLOWING OFFICERS OF THE CONFERENCE WERE SELECTED: TAHA YASIN AL-JAZRAWI (IRAQI MINISTER OF INDUSTRY), CHAIRMAN; ABDUL RAHMAN ABDULLA (SUDANESE MINISTRY OF PUBLIC SERVICES AND ADMINISTRATIVE REFORM), DEPUTY CHAIRMAN, GOVERNMENTS; AQIL AHMAD AL-JASSEM, DEPUTY CHAIRMAN, WORKERS; ABDUL MUGHNI SA'ID, RAPPORTEUR.

3. CONFERENCE DEALT WITH SEVERAL ASPECTS OF MANPOWER POLICY: TRAINING, INDUSTRIAL RELATIONS, AND DEVELOPEMENT PLANNING AT VARIOUS LEVELS. GENERAL RECOMMENDATIONS CALLED FOR FULL EMPLOYMENT DEVELOPEMENT POLICIES, APPLICATIONS OF VOCATIONAL TRAINING TO INDIVIDUAL INCLINATIONS AND NATURAL DISPOSITIONS, AND REGIONAL LIMITED OFFICIAL USE

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PAGE 03 KUWAIT 00687 01 OF 02 100804Z

TRAINING POLICIES COORDINATED WITH EMPLOYMENT POLICY, TO MEET NEEDS OF DEVELOPMENT PROJECTS. OTHER RECOMMENDATIONS ADDRESSED SPECIFIC ISSUES. ONE DEALT WITH NEED FOR FOREIGN EXPERTISE: PRIORITY SHOULD BE PLACED ON ARAB SOURCES, INCLUDING ARAB SPECIALISTS IN FOREIGN TRAINING FOR TECHNICIANS IN SHORT, PROGRAMMED, AND COLLECTIVE TRAINING PROGRAMS, SIDE BY SIDE WITH LONG TERM PLANS FOR MODEL TRAINING INSTITUTES AND SKILLED MANPOWER STUDIES. ANOTHER RECOMMENDATION CALLED ON EACH ARAB STATE TO ESTABLISH

A NATIONAL AGENCY FOR MANPOWER TRAINING, IN WHICH EDUCATORS, TRADE UNIONISTS, AND EMPLOYERS WOULD PARTICIPATE, AND WHICH WOULD SEEK TO PROMOTE APPROPRIATE POLICIES, SUCH AS INTRODUCTION OF A VOCATIONAL ORIENTATION AT EARLY EDUCATIONAL LEVELS, AND UTILIZATION OF VARIOUS ADVANCED TECHNIQUES (AUDIO VISUAL AIDS, SATELLITE BROADCASTING, TELEVISION, ETC.).

4. THE CONFERENCE ALSO RECOMMENDED THAT THE ARAB LABOR ORGANIZATION UNDERTAKE A MORE ACTIVE ROLE IN MANPOWER FIELD: (1) THE ALO SHOULD CARRY OUT STUDIES FOR THE PREPARATION OF STATISTICAL TABLES AND TRADES DIRECTORY BASED ON A COMPREHENSIVE SURVEY OF MANPOWER CATEGORIES, AVAILABLE TRAINING, AND PRESENT AND FUTURE NEEDS; (2) TOGETHER WITH THE INDUSTRIAL DEVELOPEMENT CENTER, IT SHOULD GIVE GRANTS AND IN OTHER WAYS SUPPORT MANPOWER ORGANIZATIONS IN ARAB COUNTRIES SO THAT THEY CAN BENEFIT FROM SKILLS AND TECHNIQUES AVAILABLE THERE; (3) THE ALO SHOULD MOVE QUICKLY TO ESTABLISH AN ARAB CENTER FOR TRAINERS, A PROPOSAL APPROVED BY ARAB LABOR CONFERENCE IN TRIPOLI BACK IN MARCH, 1975; (4) THE ALO SHOULD BEGIN DISCUSSIONS ON POSSIBLE AGREEMENT AMONG ARAB STATES ON VOCATIONAL TRAINING.

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PAGE 01 KUWAIT 00687 02 OF 02 100815Z

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INFO OCT-01 AF-06 ISO-00 CIAE-00 COME-00 EB-07 INR-07

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FM AMEMBASSY KUWAIT

TO SECSTATE WASHDC 4677

INFO AMEMBASSY ABU DHABI

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LIMITED OFFICIAL USE FINAL SECTION OF 2 KUWAIT 0687/2

POSTS FOR LABOR OFFICER

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5. A SECOND ARTICLE IN "AL-'AMIL" DECEMBER 15 ISSUE SUMMARIZED INTERVIEW BY IRAQI JOURNAL "TARIQ AL-SHA'B" OF ALI AL-KANDARI OF KWC. AL-KWYDARI OBSERVED THAT, IN VIOLATION OF TRIPARTITE ORGANIZATION OF CONFERENCE (IN WHICH GOVERNMENTS, EMPLOYERS AND WORKER WERE TO REPRESENTED ON THE ILO-ALO PATTERN), THE WORKERS OF SOME ARAB COUNTRIES AT CONFERENCE WERE NOT REPRESENTED. AL-KANDARI HOPED THAT THE CONFERENCE WOULD ADOPT RESOLUTIONS CALLING FOR DEMOCRATIC FREEDOMS FOR TRADE UNIONS IN ARAB COUNTRIES.  
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PAGE 02 KUWAIT 00687 02 OF 02 100815Z

NOTING THE RELUCTANCE OF SOME PARTICIPATING STATES TO SEEK INTERNATIONAL EXPERTISE, AL-KANDARI DISMISSED THIS IN REGARD TO SOCIALIST COUNTRIES, WHICH HAVE LONG EXPERIENCE IN BUILDING UP CADRES ON A SCIENTIFIC BASIS, AND WHICH ARE FREE FROM POLITICAL AMBITIONS. FINALLY, KWC DELEGATE DESCRIBED POLICY OF KWC IN MANPOWER AREA: ITS OWN TRAINING PROGRAM, CONDUCTED IN COOPERATION WITH UNITED NATIONS AND SOCIALIST COUNTRIES; AND ITS FIGHT FOR THE CLASS RIGHTS KUWAIT'S WORKERS IN REGARDS TO A UNIFIED LABOR LAW, SOCIAL INSURANCE, AND RETIREMENT LAWS.

6. COMMENT: CONFERENCE COULD BE AN INDICATION THAT ALO IS INTERESTED IN ENTERING MANPOWER FIELD BY WAY OF GRANTS, STUDIES, REGIONAL TRAINING CENTERS, ETC. OAPEC, HOWEVER, IS ALSO GETTING INTT FIELD, AT LEAST INsofar AS MANPOWER STUDIES ARE CONCERNED (SECOND REFTEL). MOREOVER, THE GOK (THIRD REFTEL) HAS EXPRESSED AN INTEREST IN INVOLVING ILO IN ARAB REGIONAL MANPOWER MATTERS. SPECIFICALLY BY WAY OF ILO-SPONSORED BUT OIL STATE-FUNDED TRAINING PROGRAMS IN POORER ARAB STATES. FINALLY, THE ARAB FUND FOR ECONOMIC AND SOCIAL DEVELOPEMENT IS ALSO PLANNING TO IDENTIFY (FOR SUTURE AFESD FUNDING) INTER-ARAB PROJECTS IN SEVERAL FIELDS, INCLUDING MANPOWER. THOUGH REGIONAL CO-ORDINATION IS SUPPOSEDLY MEANT TO CUT DOWN ON WASTEFUL DUPLICATION OF EFFORTS, SOME DUPLICATION OF EFFORT IN THE ACTIVITIES OF THE VARIOUS INTERNATIONAL ORGANIZATIONS IS ALREADY APPARENT, ASSUMING THEIR MORE AMBITIOUS PLANS ARE CARRIED OUT. BOTH OAPEC AND GOK HAVE EXPRESSED DESIRE TO WORK ON THEIR OWN AND HAVE EXPRESSED VARYING DEGRESS OF DISDAIN FOR ALO, YO PROSPECTS FOR COORDINATION BETWEEN THE COORDINATORS DO NOT APPEAR BRIGHT.

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## Message Attributes

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